



# Constructive Conflict



## Harnessing Our Differences

Differences don't have to be negative.

By tapping into all the differing perspectives, stories and approaches within an organization, the vibrancy and impact of diversity becomes clear.



Does your uniqueness propel you forward?

Knowing who a person truly is—their story, what drives them, and how they operate—provides organizations with a broadened and empowered way to see results.

Taking differences and raising them to the Power of WE goes to the core of making work matter to individuals and ensures that teams are more connected and able to take advantage of new ways of thinking and diverse solutions.

Diversity is shaped by the broad mix of contributors in the workforce today and the events that shaped them. Using the Emergenetics Power of {WE} approach, employees learn how to harness differences in an action-oriented way that uncovers and leverages the diversity found in teams and organizations.



## Course Objectives

Individuals and teams will:

- Learn the appropriate guidelines to form a deep appreciation and value of individual uniqueness.
- Define diversity and the layers that make up our individual uniqueness.
- Examine why diversity and difference are important.

## How it Works



Using a unique and scientific approach through the Emergenetics tool, the Power of WE workshops combine the benefits of Whole Emergenetics Teams (**WEteams™**) with Whole Emergenetics Approaches (**WEapproach™**) to bring out the best in any team. Through two-hour dynamic sessions, the Power of WE workshops address common challenges faced by teams and drive performance by helping individuals and teams leverage their strengths to improve essential business functions. These workshops are delivered through engaging and hands-on activities that aid learning and knowledge retention. The result? Happier and more productive teams – and organizations that get things done.

Results	Key Outcomes & Insights	Requirements
<ul style="list-style-type: none"> <li>• The ability to unlock an individual’s story and utilize unique approaches to shape the future.</li> <li>• Realization of the power of difference—resulting in nontraditional solutions, implementation of broader solution sets, and creation of diverse strategies.</li> <li>• A more cohesive, united talent pool, with clear expectations around different strategic perspectives and approaches to achieving common team and organizational goals.</li> <li>• Multigenerational understanding yielding to faster and more complete knowledge transfer.</li> </ul>	<ul style="list-style-type: none"> <li>• Apply the WEapproach™ and WEteam™ concepts to solve big issues</li> <li>• Increase Employee Appreciation, Engagement and Retention</li> <li>• Appreciate a Diverse Workforce</li> <li>• Contribute to a Values-Driven Organization</li> </ul>	<p><i>Time</i> 4 hours</p> <p><i>Pre-Requisite</i> Emergenetics Profiles for All Attendees</p>